

IN THE UNITED STATES DISTRICT COURT
SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION

SUBMAR, INC., §
§
Plaintiff, §
§
v. § CIVIL ACTION NO. 4:14-CV-03650
§
MONIQUE ROBERTS, §
§
Defendant. §

JUDGMENT AND AGREED PERMANENT INJUNCTION

Plaintiff Submar, Inc. ("Submar") and Defendant Monique Roberts ("Roberts," and together with Submar, the "Parties") have entered into a settlement agreement and resolved all issues in Civil Action 4:14-CV-03650 (this "Lawsuit"). As part of their settlement, the parties have stipulated to the entry of this Judgment and Agreed Permanent Injunction. Having considered the matter, the pleadings on file, and the stipulations of the parties, the Court enters the following order:

FINDINGS

1. The Court has subject matter jurisdiction over this dispute and personal jurisdiction over Submar and Roberts.
2. Venue is proper in this Court.
3. The Parties have stipulated that Louisiana law applies, and Roberts expressly, knowingly, and voluntarily agrees to and ratifies application of Louisiana law to this dispute.

PERMANENT INJUNCTION

4. This Court enters a permanent injunction that will expire on December 17, 2016, that prohibits Roberts from:

- a. Non-Competition: Directly or indirectly carrying on or engaging in a business similar to that of Submar in the states and parishes / counties designated in Exhibit "A" (the "Restricted Counties"), so long as Submar carries on a like business in the Restricted Counties. Prior to seeking to conduct any "like" or "similar" business in any Restricted County, Roberts will contact Submar in writing to determine whether Submar still conducts business in such Restricted County. For purposes of this order, a "like" or "similar" business to that of Submar is any business that manufactures, sells or installs articulated concrete block mats, concrete armor units or concrete sling bags, for the purpose of providing erosion control, site stabilization, onshore pipeline protection, or offshore pipeline protection, identifies erosion problems, or evaluates risk of damage to property or infrastructure from erosion in connection with customer integrity management plans. Without limiting the restrictions imposed above, Roberts also may not perform work in the Restricted Counties, directly or indirectly, for any person, entity, or association in a business "like" or "similar" to that of Submar (the "Competing Businesses"). The parties have stipulated that the Competing Businesses include, but are not limited to, the companies listed in Exhibit "B".
- b. No Customer Solicitation: Directly or indirectly soliciting Submar's Customers for work to be performed in the Restricted Counties, so long as Submar carries on a like business in the Restricted Counties. For purposes of this order, "Submar's Customers" are any persons, entities, or governmental units that purchased goods or services from Submar between January 3, 2011 and December 17, 2014, and/or any persons, entities, or governmental units with which Submar had an in-force master

contract or agreement on December 17, 2014, all as identified in Exhibit 1 to the parties' Settlement Agreement.

- c. No Vendor Solicitation: Directly or indirectly hiring, retaining, doing business with, or consulting with, or in any other manner attempting to influence, induce or encourage any vendor or business partner of Submar to abandon, reduce or materially change its business relationship with Submar. Notwithstanding the foregoing sentence, Roberts shall be allowed to conduct business with said vendors or business partners for any work to be performed outside of the Restricted Counties.
 - d. No Employee Solicitation: On her own behalf, or on behalf of any other person, entity, or association, seeking to hire any employee of Submar, or in any other manner attempting directly or indirectly to influence, induce, or encourage any employee of Submar to leave the employment of Submar, or using or disclosing to any person, entity, or association any information concerning the names, compensation, addresses or personal telephone numbers of any Submar executives.
5. The Court also enters a permanent injunction prohibiting Roberts from:
- a. Protection of Confidential Information: Directly or indirectly using or disclosing any Submar Confidential Information. For purposes of this order, "Submar Confidential Information" shall mean Submar's trade secrets and other information, consisting of formulas, patterns, devices, secret inventions, processes, computer programs, compilations of information, financial and pricing data, records and specifications, contract files, and customer information (including customer names, addresses, contact information, prior or prospective bids or jobs, and related data) which are owned by Submar or

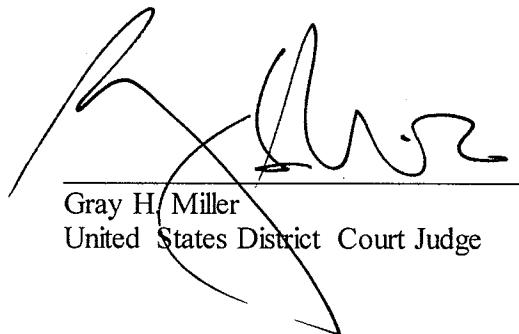
regularly used in the operation of Submar's business. "Submar Confidential Information" shall not include any knowledge or information that is now published or which subsequently becomes generally publicly known in the form in which it was obtained from Submar, unless such public disclosure is a direct or indirect result of Roberts' violation of this order, or any prior breach of her January 3, 2011 Employment Agreement with Submar.

- b. Use of Company Property: Using any Submar Company Property. For purposes of this order, "Submar Company Property" shall mean the originals and all copies (regardless of storage media) of all records relating to the business of Submar, whether prepared by Plaintiff or otherwise, and regardless of whether such records contain Submar Confidential Information.

OTHER MATTERS

6. The Court also orders that:
 - a. Each Party shall bear its own costs and attorneys' fees.
 - b. This Agreed Permanent Injunction shall constitute a final judgment in this Lawsuit.
 - c. This Lawsuit having been concluded in all respects, the Clerk is directed to mark this matter as closed.
 - d. The Court retains jurisdiction over the subject matter and the Parties to enforce this injunction.

Signed at Houston, Texas on June 17, 2015.



Gray H. Miller
United States District Court Judge

AGREED AS TO FORM AND SUBSTANCE:

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EXHIBIT "A"

Schedule of Restricted Counties

Permanent Injunction and Final Judgment in
Submar, Inc. v. Monique Roberts, Civil Action
No. 4:14-CV-03650, In the United States District
Court for the Southern District of Texas
(Houston Division)

<u>COUNTY / PARISH</u>	<u>STATE</u>
FAIRBANKS NORTH STAR BOROUGH	AK
KENAI PENINSULA BOROUGH	AK
BALDWIN	AL
CLEBURNE	AL
COOSA	AL
DALLAS	AL
GREENE	AL
HALE	AL
HARRIS	AL
JEFFERSON	AL
LAUDERDALE	AL
LIMESTONE	AL
MOBILE	AL
MORGAN	AL
SHELBY	AL
SUMTER	AL
TUSCALOOSA	AL
CHICOT	AR
CRAIGHEAD	AR
GARLAND	AR
GREENE	AR
INDEPENDENCE	AR
JACKSON	AR
LAWRENCE	AR
LEE	AR
MILLER	AR
OUACHITA	AR
PULASKI	AR
SAINT FRANCIS	AR
UNION	AR
WHITE	AR
COCHISE	AZ
COCONINO	AZ

COUNTY / PARISHSTATE

MOHAVE	AZ
NAVAJO	AZ
PIMA	AZ
YUMA	AZ
CALAVERAS	CA
COLUSA	CA
CONTRA COSTA	CA
FRESNO	CA
GLENN	CA
KERN	CA
LOS ANGELES	CA
MONO	CA
ORANGE	CA
RICHMOND	CA
RIVERSIDE	CA
SACRAMENTO	CA
SAN BERNARDINO	CA
SAN DIEGO	CA
SAN FRANCISCO	CA
SAN JOAQUIN	CA
SAN MATEO	CA
SANTA BARBARA	CA
SHASTA	CA
SOLANO	CA
TEHAMA	CA
TUOLUMNE	CA
VENTURA	CA
ADAMS	CO
ARAPAHOE	CO
BOULDER	CO
DENVER	CO
DOUGLAS	CO
EL PASO	CO
LA PLATA	CO
LARIMER	CO
LOGAN	CO
MONTEZUMA	CO
WELD	CO
FAIRFIELD	CT
LITCHFIELD	CT
NEW CASTLE	DE
SUSSEX	DE
ALACHUA	FL
BAY	FL
BRADFORD	FL
BREVARD	FL
BROWARD	FL

COUNTY / PARISHSTATE

CALHOUN	FL
CITRUS	FL
CLAY	FL
DADE	FL
DUVAL	FL
ESCAMBIA	FL
GADSDEN	FL
HENDRY	FL
HERNANDO	FL
HILLSBOROUGH	FL
JEFFERSON	FL
LEE	FL
LEON	FL
LIBERTY	FL
MADISON	FL
MANATEE	FL
MARTIN	FL
MIAMI-DADE	FL
OKALOOSA	FL
ORANGE	FL
OSCEOLA	FL
PALM BEACH	FL
PINELLAS	FL
POLK	FL
PUTNAM	FL
SARASOTA	FL
ST. LUCIE	FL
TAYLOR	FL
BALSWIN	GA
BANKS	GA
BIBB	GA
CATOOSA	GA
CLAYTON	GA
COBB	GA
COWETA	GA
DACULA	GA
DOUGLAS	GA
FULTON	GA
GORDON	GA
GWINNETT	GA
HALL	GA
HARALSON	GA
HEARD	GA
JACKSON	GA
LAMAR	GA
MADISON	GA
MARION	GA

<u>COUNTY / PARISH</u>	<u>STATE</u>
MONROE	GA
PAULDING	GA
PIKE	GA
RICHMOND	GA
ROCKDALE	GA
SCREVEN	GA
SPALDING	GA
TOOMBS	GA
WALKER	GA
WALTON	GA
WASHINGTON	GA
WAYNE	GA
ADAMS	IA
APPANOOSE	IA
BLACK HAWK	IA
BOONE	IA
CEDAR	IA
DECATUR	IA
DELAWARE	IA
DUBUQUE	IA
FLOYD	IA
GLOYD	IA
GREENE	IA
GUTHRIE	IA
JOHNSON	IA
JONES	IA
MILLS	IA
MONTGOMERY	IA
O'BRIEN	IA
POLK	IA
POTTAWATTAMIE	IA
SCOTT	IA
SIOUX	IA
WAYNE	IA
WEBSTER	IA
WOODBURY	IA
ADA	ID
BANNOCK	ID
CANYON	ID
POWER	ID
TWIN FALLS	ID
ADAMS	IL
BOONE	IL
CARROLL	IL
CLARK	IL
CLAY	IL
COOK	IL

<u>COUNTY / PARISH</u>	<u>STATE</u>
CRAWFORD	IL
DUPAGE	IL
EFFINGHAM	IL
FRANKLIN	IL
KANE	IL
KANKAKEE	IL
LAKE	IL
LASALLE	IL
MACOUPIN	IL
MADISON	IL
MARION	IL
MCHENRY	IL
MONTGOMERY	IL
PEORIA	IL
PULASKI	IL
ROCK ISLAND	IL
SCOTT	IL
TAZEWELL	IL
WHITESIDE	IL
WILL	IL
WINNEBAGO	IL
BARTHOLOMEW	IN
BROWN	IN
CASS	IN
DAVIESS	IN
DEARBORN	IN
DUBOIS	IN
ELKHART	IN
GREENE	IN
HENDRICKS	IN
JACKSON	IN
JAY	IN
JEFFERSON	IN
KNOX	IN
LAKE	IN
LAPORTE	IN
MARION	IN
MONROE	IN
PARKE	IN
PUTNAM	IN
VANDERBURGH	IN
WARRICK	IN
WILLIAMSON	IN
BROWN	KS
CHASE	KS
FRANKLIN	KS
HARPER	KS

COUNTY / PARISHSTATE

JOHNSON	KS
KEARNEY	KS
LABETTE	KS
MCPHERSON	KS
MIAMI	KS
NESS	KS
PHILLIPS	KS
RENO	KS
SALINE	KS
SEDWICK	KS
SEWARD	KS
SHERMAN	KS
WASHTENAW	KS
BATH	KY
BOONE	KY
BOYD	KY
BOYLE	KY
BRECKENRIDGE	KY
CARTER	KY
DAVIESS	KY
FAYETTE	KY
FLOYD	KY
GARRARD	KY
GRAVES	KY
HARDIN	KY
HART	KY
JEFFERSON	KY
LARUE	KY
LEWIS	KY
MAGOFFIN	KY
NELSON	KY
ROWAN	KY
TAYLOR	KY
WOODFORD	KY
ACADIA	LA
ALLEN	LA
ASCENSION	LA
ASSUMPTION	LA
AVOYELLES	LA
BEAUREGARD	LA
BIENVILLE	LA
BOSSIER	LA
CADDY	LA
CALCASIEU	LA
CAMERON	LA
CLACASIEU	LA
CONCORDIA	LA

<u>COUNTY / PARISH</u>	<u>STATE</u>
DE SOTO	LA
EAST BATON ROUGE	LA
EAST FELICIANA	LA
FRANKLIN	LA
GRANT	LA
IBERIA	LA
IBERVILLE	LA
JACKSON	LA
JACKSON PARISH	LA
JEFFERSON	LA
JEFFERSON DAVIS	LA
LAFAYETTE	LA
LAFOURCHE	LA
LINCOLN	LA
MOREHOUSE	LA
MORHOUSE	LA
NATCHITOCHES	LA
ORLEANS	LA
OUACHITA	LA
PLAQUEMINES	LA
POINTE COUPEE	LA
RAPIDES	LA
RED RIVER	LA
SABINE	LA
ST. BERNARD	LA
ST. CHARLES	LA
ST. HELENA	LA
ST. JAMES	LA
ST. JOHN THE BABPTIST	LA
ST. LANDRY	LA
ST. MARTIN	LA
ST. MARY	LA
ST. TAMMANY	LA
TANGIPAHOA	LA
TERREBONNE	LA
VERMILION	LA
VERNON	LA
WASHINGTON	LA
WEST BATON ROUGE	LA
WEST FELICIANA	LA
BARNSTABLE	MA
BERKSHIRE	MA
BRISTOL	MA
HAMPDEN	MA
MIDDLESEX	MA
NORFOLK	MA
PLYMOUTH	MA

COUNTY / PARISHSTATE

WORCESTER	MA
ANNE ARUNDEL	MD
BALTIMORE	MD
HOWARD	MD
MONTGOMERY	MD
PRINCE GEORGE'S	MD
QUEEN ANNE'S	MD
BERRIEN	MI
BRANCH	MI
CLINTON	MI
DELTA	MI
EATON	MI
GOGEBIC	MI
INGHAM	MI
KALAMAZOO	MI
LIVINGSTON	MI
MIDLAND	MI
OTTAWA	MI
TUSCOLA	MI
WASHTENAW	MI
WAYNE	MI
BLUE EARTH	MN
CLAY	MN
HENNEPIN	MN
LE SUEUR	MN
NICOLLET	MN
RAMSEY	MN
SHERBURNE	MN
CASS	MO
CLINTON	MO
COOPER	MO
FRANKLIN	MO
GENTRY	MO
HARRISON	MO
JACKSON	MO
LINCOLN	MO
MACON	MO
MERCER	MO
MONROE	MO
NODAWAY	MO
PERRY	MO
PIKE	MO
PULASKI	MO
ST. LOUIS	MO
AMITE	MS
BOLIVAR	MS
CALHOUN	MS

COUNTY / PARISHSTATE

CLARKE	MS
CLAY	MS
COVINGTON	MS
FORREST	MS
GRENADA	MS
HARRISON	MS
HINDS	MS
HOLMES	MS
JACKSON	MS
JASPER	MS
JEFFERSON DAVIS	MS
JONES	MS
KEMPER	MS
LAMAR	MS
LAUDERDALE	MS
LINCOLN	MS
LOWNDES	MS
MADISON	MS
MARION	MS
MARSHALL	MS
PEARL RIVER	MS
RANKIN	MS
SUNFLOWER	MS
TALLAHATCHIE	MS
TATE	MS
UNION	MS
WASHINGTON	MS
WAYNE	MS
YALOBUSHA	MS
CARBON	MT
CASCADE	MT
CLARK	NC
CLEVELAND	NC
GASTON	NC
GUILFORD	NC
HARNETT	NC
IREDELL	NC
MECKLENBURG	NC
WAKE	NC
BARNES	ND
BURLEIGH	ND
MCKENZIE	ND
PEMBINA	ND
STARK	ND
STUTSMAN	ND
WILLIAMS	ND
CASS	NE

COUNTY / PARISHSTATE

DAWSON	NE
DOUGLAS	NE
GAGE	NE
JEFFERSON	NE
OTOE	NE
PHELPS	NE
THURSTON	NE
YORK	NE
COOS	NH
BURLINGTON	NJ
CLOUCESTER	NJ
GLoucester	NJ
HUDSON	NJ
MERCER	NJ
MONMOUTH	NJ
MORRIS	NJ
SUSSEX	NJ
UNION	NJ
BERNALILLO	NM
CHAVES	NM
CIBOLA	NM
DONA ANA	NM
EDDY	NM
LEA	NM
MCKINLEY	NM
RIO ARRIBA	NM
SAN JUAN	NM
SANDOVAL	NM
SANTA FE	NM
SOCORRO	NM
VALENCIA	NM
ALBANY	NY
ALLEGANY	NY
BROOME	NY
CHEMUNG	NY
COLUMBIA	NY
CORTLAND	NY
ERIE	NY
GASTON	NY
HERKIMER	NY
NASSAU	NY
OSTEGO	NY
RENSSELAER	NY
RICHMOND	NY
SCHENECTADY	NY
SCHOHARIE	NY
SENECA	NY

COUNTY / PARISHSTATE

STATEN	NY
TIoga	NY
TOMPKINS	NY
WESTCHESTER	NY
ALLEN	OH
BARTHOLOMEW	OH
BUTLER	OH
CARROLL	OH
CLARK	OH
COLUMBIANA	OH
HAMILTON	OH
HANCOCK	OH
HARRISON	OH
JACKSON	OH
JOHNSTON	OH
LAWRENCE	OH
LICKING	OH
MADISON	OH
MONTGOMERY	OH
MORGAN	OH
SCIOTO	OH
SUMMIT	OH
WARREN	OH
WYANDOT	OH
ANDERSON	OK
ATOKA	OK
BRYAN	OK
BURLINGTON	OK
CADDY	OK
CARTER	OK
CLEVELAND	OK
CUSTER	OK
DEWEY	OK
GARFIELD	OK
GARVIN	OK
GRADY	OK
GRANT	OK
JOHNSTON	OK
KAY	OK
KIOWA	OK
LINCOLN	OK
MARSHALL	OK
MCCLAIN	OK
MURRAY	OK
OKLAHOMA	OK
OSAGE	OK
PAYNE	OK

COUNTY / PARISHSTATE

PITTSBURG	OK
STEPHENS	OK
TULSA	OK
WAGONER	OK
WASHINGTON	OK
WASHITA	OK
WOODWARD	OK
DESCHUTES	OR
MULTNOMAH	OR
ALLEGHENY	PA
ARMSTRONG	PA
BERKS	PA
BRADFORD	PA
CHESTER	PA
CLARION	PA
CLEARFIELD	PA
DAUPHIN	PA
GREENE	PA
JEFFERSON	PA
LACKAWANNA	PA
LEHIGH	PA
MIFFLIN	PA
MONROE	PA
MONTGOMERY	PA
POTTER	PA
SOMERSET	PA
TIOGA	PA
WELLSBORO	PA
WESTMORELAND	PA
WYOMING	PA
NEWPORT	RI
PROVIDENCE	RI
AIKEN	SC
ANDERSON	SC
BEAUFORT	SC
CHEROKEE	SC
GREENVILLE	SC
GREENWOOD	SC
JASPER	SC
LEXINGTON	SC
RICHLAND	SC
SPARTANBURG	SC
YORK	SC
LINCOLN	SD
MINNEHAHA	SD
PENNINGTON	SD
YANKTON	SD

COUNTY / PARISHSTATE

ANDERSON	TN
BLOUNT	TN
CHESTER	TN
DAVIDSON	TN
FAYETTE	TN
HAMILTON	TN
HAYWOOD	TN
KNOX	TN
LAUDERDALE	TN
LOUDON	TN
MACON	TN
MAURY	TN
MCNAIRY	TN
PERRY	TN
POLK	TN
PUTNAM	TN
SHELBY	TN
SUMNER	TN
TIPTON	TN
ANDERSON	TX
ANGELINA	TX
ARANSAS	TX
ATASCOSA	TX
AUSTIN	TX
BEE	TX
BEXAR	TX
BRAZORIA	TX
BRAZOS	TX
BREWSTER	TX
CALHOUN	TX
CHAMBERS	TX
CHEROKEE	TX
COLLIN	TX
COMAL	TX
CULBERSON	TX
DALLAS	TX
DELTA	TX
DENTON	TX
ELLIS	TX
FANNIN	TX
FORT BEND	TX
FREESTONE	TX
GALVESTON	TX
GOLIAD	TX
GREGG	TX
HARDIN	TX
HARRIS	TX

COUNTY / PARISHSTATE

HARRISON	TX
HEMPHILL	TX
HENDERSON	TX
HILL	TX
HOPKINS	TX
HOPKINS	TX
HOUSTON	TX
HOWARD	TX
HUDSPETH	TX
INGHAM	TX
JACK	TX
JACKSON	TX
JEFFERSON	TX
KAUFMAN	TX
LAMAR	TX
MATAGORDA	TX
MCLENNAN	TX
MEDINA	TX
MIDLAND	TX
MONTGOMERY	TX
NACOGDOCHES	TX
NAVARRO	TX
NEUCES	TX
NEWTON	TX
ORANGE	TX
PALO PINTO	TX
POLK	TX
POTTER	TX
REFUGIO	TX
ROBERTSON	TX
RUSK	TX
SABINE	TX
SAN PATRICIO	TX
SMITH	TX
TITUS	TX
TRAVIS	TX
TYLER	TX
UPSHUR	TX
VAL VERDE	TX
VICTORIA	TX
WEBB	TX
WHARTON	TX
WILLIAMSON	TX
WILSON	TX
WINKLER	TX
YOAKUM	TX
DAVIS	UT

<u>COUNTY / PARISH</u>	<u>STATE</u>
DUCHESNE	UT
DUCHESNE	UT
SALT LAKE	UT
SUMMIT	UT
UINTAH	UT
CHARLES CITY	VA
CHESTERFIELD	VA
ELIZABETH	VA
FAIRFAX	VA
FRANKLIN	VA
HAMPTON	VA
LOUDOUN	VA
NEW KENT	VA
NORFOLK	VA
PITTSYLVANIA	VA
POWHATAN	VA
PRINCE WILLIAM	VA
RICHMOND	VA
ROANOKE	VA
STAFFORD	VA
CLALLAM	WA
CLARK	WA
GRAYS HARBOR	WA
KING	WA
KITSAP	WA
PACIFIC	WA
PIERCE	WA
SNOHOMISH	WA
WHATCOM	WA
DODGE	WI
EAU CLAIRE	WI
LA CROSSE	WI
OUTAGAMIE	WI
WAUKESHA	WI
HANCOCK	WV
HARRISON	WV
HERTFORDSHIRE	WV
JACKSON	WV
KANAWHA	WV
MARSHALL	WV
WETZEL	WV
CAMPBELL	WY
FREMONT	WY
LARAMIE	WY
NATRONA	WY
SWEETWATER	WY

EXHIBIT “B”**Schedule of Competing Businesses**

Permanent Injunction and Final Judgment in *Submar, Inc. v. Monique Roberts*, Civil Action No. 4:14-CV-03650, In the United States District Court for the Southern District of Texas (Houston Division)

Company	Address	City	State	Zip
Contech Engineered Solutions	9025 Centre Pointe Drive	West Chester	Ohio	45063
ACF Environmental	2831 Cardwell Rd.	Richmond	Virginia	23234
Premier Concrete Products, Inc	38200 Hwy 16	Denham Springs	Louisiana	70706
International Erosion Control Systems	22295 Hoskins Line	Rodney	Ontario, Canada	N0L 2C0
Shoretex, LLC	38200 Hwy 16	Denham Springs	Louisiana	70706
Pipeline Construction & Maintenance, Inc	1246 Bayou LaCarpe Rd	Houma	Louisiana	70363
Waskey	2651 N. Flannery Rd	Baton Rouge	Louisiana	70814
Er-Con Technologies, LLC	7521 Westview Dr., STE 200	Houston	Texas	77055
L.E. Bell Construction Company, Inc	1226 County Rd 11	Heflin	Alabama	36264
Ecodyne, LLC	7521 Westview Dr., STE 200	Houston	Texas	77055
Seabed Technologies, LLC	7521 Westview Dr., STE 200	Houston	Texas	77055
Community Construction Co., Inc.	1045 Hazelhurst Industrial Park Dr	Hazelhurst	Mississippi	39083
Jones Contractors, Inc.	2785 Old Jackson Rd.	Henderson	Tennessee	38340
Bolin Enterprise Inc.	506 N.E. 15th St.	Casey	Illinois	62420
Weaver's Inc.	1524 Hwy. 130	Tipton	Iowa	52772